



**KHSAA TITLE IX
ANNUAL REPORT SUBMISSION
STATUS REPORT
2008-2009**

KHSAA
Form T65
Revised 4/09

TO: KHSAA Member School Superintendents, Principals, and Athletic Directors

FROM: Brigid L. DeVries, Commissioner
Darren Bilberry, Assistant Commissioner

DATE: May 26, 2009

| | | | |
|--------|--------------|-------------|----------------|
| School | Union County | Reviewed by | Gary W. Lawson |
|--------|--------------|-------------|----------------|

The following is a status report regarding the required 2008 - 2009 Title IX Annual Report submission of forms due into the KHSAA office by April 15, 2009. Appropriate KHSAA Audit Team personnel have reviewed these forms and the following is a summary of this review.

I. Checklist of Forms properly submitted in a satisfactory manner:

| | | | |
|----------|-------------------------------|-----------|--|
| X | GE 19 (Annual Verification) | X | T-35 (Budget Expenses) |
| X | T-1 (Summary Program Chart 1) | X | T-36 (Budget Expenses) |
| X | T-2 (Summary Program Chart 2) | X | T-41 (Checklist – Overall Interscholastic Program) |
| X | T-3 (Summary Program Chart 3) | X | T-60 (Corrective Action Plan) |
| X | T-4 (Summary Program Chart 4) | NA | T-63 (Interscholastic Survey Results) |

II. Status

| | | |
|----|----------|---|
| A. | X | 2008 – 2009 Forms are satisfactory and no further information or action is necessary at this time. |
| B. | | Errors have been noted with respect to the following forms: |
| C. | | The following forms were omitted and must be submitted by school representatives: |
| D. | X | <p>According to the 2008-2009 data, the school appears to be meeting the standards established in:</p> <p><input type="checkbox"/> Test 1 (Athletic participation is proportionate to enrollment)</p> <p><input type="checkbox"/> Test 2 (History and continuing practice of program expansion)</p> <p><input checked="" type="checkbox"/> Test 3 (Full and effective accommodation of interests and abilities)</p> |
| E. | X | <p>Other Recommendation and Comments: According to data, calculations, and responses submitted, it is likely that the school is meeting the standard established in Test 3 for the provision of athletic opportunities. The school offers all sanctioned sports for girls at the varsity level except swimming which does not seem to be a feasible option at this time. There are a total of 14 team opportunities currently being offered to girls and 16 for boys. School officials, as well as the Gender Equity Review Committee, should monitor female interest in teams at the junior varsity and freshman levels. In the area of benefits, total athletic spending is slightly outside acceptable parameters on a per athlete basis (approximately \$488 per male athlete and approximately \$387 per female athlete). This spending should be monitored closely for provision of equitable benefits.</p> |



**KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION
2008-2009 ANNUAL VERIFICATION OF TITLE IX PROCEDURES**

KHSAA Form GE19
F:Forms/GE19
Rev.12/08

(To be submitted by April 15, 2009 along with other required forms)

The Union County High School, Morganfield, Kentucky
(Name of High School) (City)

certifies to the Kentucky High School Athletic Association that the following is an accurate and true representation of the facts surrounding compliance with 20 U.S.C. Sections 1681-1688, et. Seq. (also known as Title IX) **I certify the following provisions in accordance with records at the school contained in the permanent Title IX file, at least one copy of which must be maintained in the Principal's office, and to the best of my knowledge have completed the following tasks. Established a gender equity committee at the high school.** (List committee personnel and provide attachment if necessary)

| Name | Address | Phone | Title (Supt., Principal, Student, Parent, Coach, Etc.) |
|-----------------|-----------------------------------|--------------|--|
| Greg Bowles | 4464 Highway 60 W Morganfield, KY | 270-389-1454 | President |
| Dennis Walls | 4464 Highway 60 W Morganfield, KY | 270-389-1454 | Athletic Director |
| Steve Carter | 4464 Highway 60 W Morganfield, KY | 270-389-1454 | Assistant Superintendent |
| Shayne Carey | 4464 Highway 60 W Morganfield, KY | 270-389-1454 | Coach |
| Miya McKenney | 4464 Highway 60 W Morganfield, KY | 270-389-1454 | Coach |
| Andrea White | 4464 Highway 60 W Morganfield, KY | 270-389-1454 | Parent |
| Sarah Wilson | 4464 Highway 60 W Morganfield, KY | 270-389-1454 | Parent |
| Maddie White | 4464 Highway 60 W Morganfield, KY | 270-389-1454 | Student |
| Jordan Robinson | 4464 Highway 60 W Morganfield, KY | 270-389-1454 | Student |

Scheduled a minimum of three meetings during the 2008-2009 school year on the following dates:

| |
|------------------|
| January 14, 2009 |
| April 1, 2009 |
| April 13, 2009 |

Designated the following person(s) as the Title IX coordinator for the school:

| Name | Title | Address | Phone |
|--------------|-------------------|---|--------------|
| Dennis Walls | Athletic Director | 4464 Highway 60 W Morganfield, KY 42437 | 270-389-1454 |

Designated the following person(s) as the Title IX coordinator for the district:

| Name | Title | Address | Phone |
|--------------|----------------------|---|--------------|
| Steve Carter | Title IX Coordinator | 501 South Mart Street Morganfield, KY 42437 | 270-389-1694 |

School personnel are continuing to make periodic reviews of the boys' and girls' athletics program reflected in the Corrective Action Plan. In addition to the above information, the above referenced school maintains a complete permanent file relative to Title IX records including copies of the self-assessment audit, all corrective action plans, and other related materials.

Greg Bowles
Principal's Signature

Date 4/13 2009

[Signature]
Superintendent Signature

4/14/09 Jennifer Buckman
School Board Chairpersons' Signature

(Send original copy to KHSAA - Maintain duplicate in Title IX school folder)



2008-2009
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART T-1

KHSAA
 Form T1
 F:Forms/T1
 Rev. 10/08

Participation Opportunities Test One

| | | (Column 1) | (Column 2) | (Column 3) | (Column 4) |
|-------|---------------|------------|--------------------------------|--|-----------------------------------|
| | Program | Enrollment | Percentage of Total Enrollment | Number of Interscholastic Participants (double and triple count) | Percentage of Total Participation |
| Row 1 | GIRLS | 339 | 51 | 206 | 44 |
| Row 2 | BOYS | 328 | 49 | 262 | 56 |
| Row 3 | Totals | 667 | 100% | 468 | 100% |

Instructions:

*Number of 8th grade students & below used in Column 3 and Column 4 calculations: _____

- Determine the total number of girls enrolled, (place in Row 1, Column 1). Determine the total number of boys enrolled, (place in Row 2, Column 1).
- Add the total number of girls and boys enrolled to determine total enrollment, (place in Row 3, Column 1).
- Calculate the percentage of total enrollment that is female. (Divide Row 1, Column 1 by Row 3, Column 1 and place in Row 1, Column 2.) Calculate the percentage of total enrollment that is male. (Divide Row 2, Column 1 by Row 3, Column 1 and place in Row 2, Column 2.) Note: Row 1, Column 2 plus Row 2, Column 2 should total 100%.
- Ask coaches to confirm the names of those individuals who are on the team as of the first **date of regular season competition**, and cross out the names of those who were cut from the team or quit the team prior to the first regular season competitive event. Determine the total number of interscholastic athletics participants that are girls, (and place in Row 1, Column 3). In order to determine the total number of athletics participants, an individual should be counted each time he or she participates on a team. For example, if Jane Doe competes on the varsity volleyball team, the junior varsity volleyball team, the junior varsity basketball team, and the varsity softball team, she should be counted as four participants (**do not include club or intramural sports participants, cheerleaders, dance teams, or pom squads**). Calculate the same way for boys and girls. * In addition, should 8th grade students and below play on a Freshman, Junior Varsity, or Varsity team, they should also be counted for each team and sport on which they participate. If applicable, please asterisk in the above notation as to how many 8th grade students & below are included in the totals.
 Using the same procedure, determine the total number of interscholastic athletic participants that are boys, (and place in Row 2, Column 3). Add Row 1, Column 3 plus Row 2, Column 3 to get total participants and place in Row 3, Column 3.
- Calculate the percentage of female participation. (Row 1, Column 3 divided by Row 3, Column 3 and place in Row 1, Column 4.) Calculate the percentage of male participation. (Row 2, Column 3 divided by Row 3, Column 3 and place in Row 2, Column 4.) Note: Row 1, Column 4 plus Row 2, Column 4 should total 100%.

Note: While being within three percent is not a formal compliance standard; if the percent listed in Row 1, Column 4 is within 3% of Row 1, Column 2, then it provides a good target within which compliance is likely.

Principal's Signature: Greg Bowley Date: 4/13/09

2008-2009
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART T-3

KHSAA
 Form T3
 Rev. 12/08

Participation Opportunities Test Three

FOR ANY QUESTION ANSWERED "YES" IDENTIFY THE RESPECTIVE SPORT(S).

| | GIRLS (Yes / No) | | BOYS (Yes / No) |
|---|---------------------|--|--------------------|
| 1. For a sport <u>not</u> currently offered in your interscholastic athletics program, is there sufficient interest to form a viable interscholastic team based on participation on an <u>intramural team</u> . | No | | No |
| 2 For a sport <u>not</u> currently offered, is there sufficient interest, based on the responses to your most recent Student Interest Survey, to form a viable <u>interscholastic team</u> for a sport not currently offered. If yes, what sport? | No | | No |
| 3. For a sport currently offered at the junior varsity or freshman level is there sufficient interest, based on your most recent Student Interest Survey, to form a <u>varsity team</u> not currently offered? | No | | No |
| 4. For a sport currently offered at the varsity level only, is there sufficient interest, based on your most recent Student Interest Survey, to form a viable team for a <u>junior varsity or freshman team</u> that is not currently offered? | No | | No |
| 5. If you answered YES to question (1), (2), (3), or (4), are there enough high schools in the geographic area offering the sport (at the appropriate level) to allow for the development of a reasonable schedule of competition? | n/a | | n/a |

Plans to Address Interest:

N/A

Principal's Signature : Greg Bowleg Date: 4/13/09



2008-2009
ACCOMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART T-4

KHSAA
 Form T4
 F-Forms/T4
 Rev. 12/08

Levels of Competition Test One

| | | Column 1 | Column 2 | Column 3 |
|-------------|-------------|-----------------------------------|------------------------|--|
| Girls | Team Levels | Number of Teams Currently Offered | Number of Participants | Percentage of Participants at Each Level |
| Row 1 | varsity: | 7 | 110 | 54 |
| Row 2 | j.v.: | 5 | 70 | 34 |
| Row 3 | frosh: | 2 | 26 | 12 |
| Row 4 | total: | 14 | 206 | 100% |
| Boys | | | | |
| Row 5 | varsity: | 8 | 156 | 60 |
| Row 6 | j.v.: | 6 | 81 | 40 |
| Row 7 | frosh: | 2 | 25 | 10 |
| Row 8 | total: | 16 | 262 | 100% |

- 1) Column 1, list the number of interscholastic teams offered for girls and boys at each competitive level; varsity, junior varsity, and freshman. (Refer to Form T-2, Accommodation of Interests and Abilities, Summary Program Chart 2, Column 1.)
- 2) For Column 2, list the number of participants at each level. For girls, total the entries in Rows 1, 2, and 3 into Row 4. For boys, total the entries in Rows 5, 6, and 7 into Row 8. (Refer to Form T-2, Accommodation of Interests and Abilities, Summary Program Chart 2, Column 2.)
- 3) For Column 3, calculate the percentage of female and male participants at each level.
 For girls' varsity, junior varsity, and frosh, respectively:
 - Divide Column 2, Row 1 by Column 2, Row 4, and place the percentage in Column 3, Row 1
 - Divide Column 2, Row 2 by Column 2, Row 4, and place the percentage in Column 3, Row 2.
 - Divide Column 2, Row 3 by Column 2, Row 4, and place the percentage in Column 3, Row 3.
 -
 For boys' varsity, junior varsity, and frosh, respectively:
 - Divide Column 2, Row 5 by Column 2, Row 8, and place the percentage in Column 3, Row 5.
 - Divide Column 2, Row 6 by Column 2, Row 8, and place the percentage in Column 3, Row 6.
 - Divide Column 2, Row 7 by Column 2, Row 8, and place the percentage in Column 3, Row 7.

Principal's Signature: Greg Bowleg Date: 4/13/09

2008-2009
ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART 2
TO INCLUDE BOOSTER CLUB FUNDING

| | equipment and supplies | | travel | | awards | | coaches' salaries (to include supplemental and extended employment; dollar amount required) | | | facilities improvements | | publications (if sport-specific) | |
|------------------|------------------------|---------|--------------|---------|--------------|---------|---|---------|---|-------------------------|---------|----------------------------------|---------|
| | Expenditures | | Expenditures | | Expenditures | | Expenditures | | | Expenditures | | Expenditures | |
| | School | Booster | School | Booster | School | Booster | School | Booster | # of Coaches for all levels / # of Teams for all levels | School | Booster | School | Booster |
| G track | .00 | .00 | 415.00 | .00 | .00 | .00 | 1574.50 | .00 | 1 | | | | |
| B track | .00 | .00 | 415.00 | .00 | .00 | .00 | 1574.50 | .00 | 1 | | | | |
| G tennis | 982.00 | 959.00 | .00 | 135.00 | .00 | .00 | 1707.00 | .00 | 1 | | | | |
| B tennis | 982.00 | 959.00 | .00 | 135.00 | .00 | .00 | 1707.00 | .00 | 1 | | | | |
| G volleyball | .00 | 1102.00 | .00 | 1430.00 | .00 | 239.00 | 5880.00 | .00 | 2 | 3 | | | |
| B wrestling | 337.00 | 1192.00 | 1155.00 | 2670.00 | .00 | 1276.00 | 6698.00 | .00 | 2 | 2 | | | |
| G (list sport) | | | | | | | | | | | | | |
| B football | 16341.0 | 4425.00 | .00 | 3116.00 | 40.00 | .00 | 22555.0 | .00 | 5 | 3 | | | |
| G (Allsports) AD | 1095.00 | .00 | 1264.50 | .00 | 50.50 | .00 | 3434.00 | .00 | 112 | | 176.50 | | |
| B (Allsports) AD | 1095.00 | .00 | 1264.50 | .00 | 50.50 | .00 | 3434.00 | .00 | 112 | | 176.50 | | |

1. Total expenditures on T-35 and T-36 on the 2008-2009 year report due by April 15, 2009, should reflect the total monies spent (rounded off to nearest dollar) for the entire school year of 2007-2008 ending June 30, 2008.

2. Booster Club Funding/Contributions must be included in the above expenditures totals. Indicate percentage of total expenditures for each gender: (if disparities are obvious, list on your Corrective Action Plan (T-60) what action you will take to correct the problem).

| Gender | Expenditures | Percentage |
|---------------|----------------------|-------------|
| Boys | \$ 127,967.50 | 62% |
| Girls | \$ 79,741.50 | 38% |
| Total: | \$ 207,709.00 | 100% |

Principal's Signature: *Dee Bondy* Date: 4/13/09

2008-2009 KHSAA TITLE IX ATHLETICS AUDIT

Checklist - Overall Interscholastic Athletics Program

KHSAA
Form T41
Rev. 12/08

DIRECTIONS:

For the Areas of Compliance (Opportunities and Benefits) listed on the left hand side of the page, place a checkmark under the appropriate column identifying whether your school provided an advantage to the Girls' Program, or to the Boys' Program or to Neither Program. A review of T-35 and T-36 spending patterns might be helpful in completing this form.

| Areas of Compliance: | ADVANTAGE TO: | | |
|---|-------------------|------------------|--------------------|
| | GIRLS' PROGRAM | BOYS' PROGRAM | NEITHER PROGRAM |
| OPPORTUNITIES | | | |
| Accommodation of Interest and Abilities | | | X |
| BENEFITS | | | |
| Equipment and Supplies | | | X |
| Scheduling of Games and Practice Time | | | X |
| Travel and Per Diem Allowances | | | X |
| Coaching | | | X |
| Locker Rooms, Practice and Competitive Facilities | | | X |
| Medical and Training Facilities and Services | | | X |
| Publicity | | | X |
| Support Services | | | X |
| Athletic Scholarships | | | X |
| Tutoring | | | X |
| Any meals provided for home | | | X |

If an advantage is shown, corrective action should be shown on T-60 (Corrective Action Plan).

Principal's Signature: Greg Bowleg Date: 4/13/09

SCHOOL NAME

2008-2009

TITLE IX

CORRECTIVE ACTION PLAN

Union County High School

DIRECTIONS:

1. For Column 1, indicate the intended area (Opportunities or Benefits) which needs corrective action in order to achieve gender equity. For Column 2, write the suggested change or activities that will correct the area in need of alteration. For Column 3, include the estimated completion date for the changes or activities.
2. It is possible to attain compliance with Title IX and no longer need "corrective" action. However, the KHSAA strongly encourages compliant schools to identify items for improvement (Column 1), activities to accomplish the improvement (Column 2) and a timetable for completion (Column 3) that will strengthen the athletic program.
3. You may copy this form as needed. Please attach corrective action plans along with audit forms and submit by April 15, 2009.

| COLUMN 1 | COLUMN 2 | COLUMN 3 |
|--|---|--|
| ITEM FOR CORRECTION/IMPROVEMENT | SUGGESTED CHANGE/ACTIVITIES | SCHOOL YEAR, COMPLETION DATE OF CORRECTION FOR PROJECT |
| Overall benefits to all boys sports and all girls sports | Bring Expenditures per female more equitable to expenditures per ale | Immediately |
| | Ask for additional locker rooms in the next phase of high school renovation | Three years |
| | Ask for tennis courts in next phase of high school renovation | Three years |
| | Update track equipment | One year |
| Overall benefits to softball versus baseball | Complete press box for softball field | One year |
| Booster Clubs | Establish booster-club agreement with procedures on establishing non-profit organization and encouraging two signatures on booster club checks or invoices. | One year |
| | Ask the Board of Education to mandate that all booster club funds run through high school activity accounts. | One year |

Principal's Signature:



Date:

4/13/09